



Preparing Missourians to Succeed

A Blueprint for Higher Education

Public Hearing #3 – Jefferson City (DRAFT)

Focus: Issues and remedies: Elected officials, state agencies and professional associations

January 29, 2015

Harry S Truman State Office Building, Jefferson City

BACKGROUND

Higher education is quickly evolving in Missouri as the state's colleges and universities prepare students for the future. By 2018, an estimated 60 percent of all jobs in the state will require some form of postsecondary education.

Missouri has set a goal to increase the percentage of working age adults with a two- or four-year degree or professional certificate to 60 percent by the year 2025. Currently, about 49 percent of Missourians have a college degree or certificate.

Knowledgeable and skilled citizens are key to a strong economy, but the benefits of higher education extend far beyond meeting the state's workforce needs. Individuals who earn a postsecondary degree enjoy higher incomes and lower unemployment rates. They make healthier lifestyle choices and live longer lives. They are more likely to vote and volunteer in their communities.

The Missouri Coordinating Board for Higher Education is responsible for designing a coordinated plan to address the state's higher education needs. The last plan was adopted in 2008.

To keep pace with the state's higher education needs, the Missouri Department of Higher Education will spend the next year developing a new coordinated plan: *Preparing Missourians to Succeed: A Blueprint for Higher Education*. The final plan will be presented to the coordinating board for approval in December 2015.

The *Blueprint for Higher Education* will focus on four main areas:

- **Accessibility:** Improve college readiness and make higher education opportunities available to all students across the state.
- **Affordability:** Keep the cost of higher education within reach for Missouri families.
- **Quality:** Ensure students acquire the knowledge and skills they need for a rapidly changing world and workplace and support the need for resources to provide quality educational opportunities.
- **Completion:** Help students stay the course to finish a certificate or degree program.

AGENDA

Welcome – Steering Committee Co-Chair *Deb Hollingsworth*

Introductions

Presentation by Missouri Department of Elementary and Secondary Education Commissioner *Margie Vandeven*

State Agencies Panel –

Doug Nelson, Commissioner, Missouri Office of Administration

George Lombardi, Director, Missouri Department of Corrections

Gail Vasterling, Director, Missouri Department of Health & Senior Services

Brian Kinkade, Director, Missouri Department of Social Services

Discussion with State Agencies Panel

Presentation by Missouri Department of Economic Development Director *Mike Downing*

Senate and House Members Panel –

Missouri State Senator *David Pearce*

Missouri State Representative *Kathy Swan*

Missouri State Representative *Steve Cookson*

Discussion with Senate and House Members Panel

Institutional Associations Panel –

Paul Wagner, Executive Director, Council on Public Higher Education

Rob Dixon, Executive Director, Missouri Community College Association

Bill Gamble, Executive Director, Independent Colleges and Universities of Missouri

Discussion with Institutional Associations Panel

Public Comment

Adjourn

STEERING COMMITTEE ATTENDANCE

Dr. Michael Bleich, Missouri Nurses Association, and President and Maxine Clark and Bob Fox Dean and Professor, Goldfarb School of Nursing at Barnes Jewish College, St. Louis

Gena Boling, President, Missouri Association of Student Financial Aid Personnel, Rolla

Dr. Don Claycomb, President, State Technical College of Missouri, Linn

Robin Coffman, Chief of Staff, Missouri Department of Elementary and Secondary Education, Jefferson City

Mike Franks, Chief Executive Officer, Neosho Area Business & Industrial Foundations, Inc., Neosho

Dr. Charles Gooden, Dean of Student Affairs, Harris-Stowe State University (retired), St. Louis

Dr. Kevin Gwaltney, Executive Director, Joint Committee on Education, Jefferson City

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), St. Louis

Dr. Johndavid Kerr, President, Missouri Association of Faculty Senates and Professor, Harris-Stowe State University, St. Louis

Michael Schwend, President, Preferred Family Healthcare, Kirksville

Kathy Swan, Missouri State Representative, and Owner, JCS/Tel- Link, Cape Girardeau

Dalton Wright, Chair, Missouri Coordinating Board for Higher Education, Lebanon (*Ex-officio member*)

Betty Sims, Vice Chair, Missouri Coordinating Board for Higher Education, St. Louis (*Ex-officio member*)

Dr. David Russell, Commissioner, Missouri Department of Higher Education, Jefferson City (*Ex-officio member*)

Dr. Rusty Monhollon, Assistant Commissioner of Academic Affairs, Missouri Department of Higher Education, Jefferson City (*Ex-officio member*)

Ryan DeBoef, (*Alternate for Council on Public Higher Education*)

Clif Smart, Vice Chair, Council on Public Higher Education, and President, Missouri State University, Springfield

Zora Mulligan, (*Alternate for University of Missouri System*)

Tom Richmond, Manager of Parts Distribution, Altec Industries, St. Joseph

Marie Carmichael, Owner and President, Affordable Homes Development Corporation, Springfield

Angela Bennett, Regional Director, U.S. Department of Education Office of Civil Rights (retired), and Curator Emerita, University of Missouri Board of Curators, Kansas City

Cliff Davis, Chair, Missouri Community College Association, and President, Ozarks Technical Community College – Table Rock Campus, Branson

Dr. John Jasinski, Chair, Council on Public Higher Education, and President, Northwest Missouri State University, Maryville

Berla Bieller, Retired Teacher, Guidance Counselor, Broseley

Jim Anderson, Vice President of Marketing and Public Affairs, CoxHealth, Springfield

Bruce Wylie, Executive Director, Missouri Society of Professional Engineers, Jefferson City

Pat Dillon, Community Liaison, Mosaic Life Care, St. Joseph

Dr. Jon Bauer, Vice Chair, Missouri Community College Association, and President, East Central Community College, Union

Mark James, Chancellor, Metropolitan Community College, Kansas City

Ron Slepitz, President, Avila University, Kansas City, and Immediate Past Chair, Independent Colleges and Universities of Missouri

Mike Downing, Director, Department of Economic Development, Jefferson City

Jean-Paul Chaurand, Chief Operating Officer, Guadalupe Centers, Inc., Kansas City

PUBLIC ATTENDANCE

There were 23 members of the public in attendance.

MEETING SUMMARY

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), co-chaired the Steering Committee and gave an overview of the agenda and how the hearing would proceed.

Jim Anderson, Vice President of Marketing and Public Affairs, CoxHealth, co-chaired the Steering Committee and initiated the introductions from committee members and attendees.

PRESENTATIONS

Dr. Margie Vandeven, Commissioner of Missouri Department of Elementary and Secondary Education, presented (Handout 3a).

- College and career readiness is a deliberate decision – Troubled by remediation rates – First goal
- Early childhood education is important – Second goal
- Missouri Advisory Board for Educator Preparation – Need qualified teachers and qualified principals throughout K-12 to meet the third goal of exceptional educators.
- Perfect partnership – Perfect 10 – we are at a 7
- We must have a concise definition of college ready

Steering Committee discussion with Department of Elementary and Secondary Education

- ❖ When we have K-12 faculty and higher education faculty talking, we have better success. At the policy level, that has happened in the past. We are now introducing business partnership into the discussions with both faculties.
 - State Board of Education agrees with internships. Would like externships allowing teachers to leave the classroom and go into business to see the advancements in that industry.
- ❖ Where are we and how do we begin to better define college-ready?
 - DESE is working with tracking the number of remedial courses that students have to take in order to see how well the students are learning the material.
 - There is a gap between the general population and the minority population.
 - We do not have a way to measure perseverance or work-ethic.
 - We need a constant of what it means to need remediation or to enter credit bearing courses.
- ❖ Teacher preparation is key – what does an effective teacher look like?
 - Leader and teacher standards are being implemented.
 - We need to define competence and determine how to measure it.
- ❖ STEM is needed in preschool.
 - Project Lead the Way has an elementary component.

Leaders in Missouri Departments of Administration, Health and Senior Services, Corrections, and Social Services Panel

Brian Kinkade, Director of Missouri Department of Social Services (Handout 3b):

- DSS has ongoing training and are developing competencies; yet, many employees leave within six months of coming to work for the department.
- Wants to see increased partnerships with Department of Social Services, other state agencies and educational programs.
- Need training opportunities where students can learn the job, improved management and leadership skills.

- Early childhood education is important for at-risk children.
- DSS works with some of the most vulnerable children in the state and are most at risk in our state. We provide some educational support, but it is very patchwork. Many of these students do not have the family support or home support.

Tim Decker with Missouri Department of Social Services:

- We have an insufficient supply of social workers. We need a more comprehensive workforce strategy. What are the environmental and systemic factors?
 - Career ladder – program to continue to work with families
 - Mobility project – technology tools to keep work effective
 - Trauma – better support of secondary traumatic stress to social workers
- Comprehensive Workforce Strategy – received two grants to rethink how we prepare, train and support social workers.
 - Trainees are selected from multiple disciplines.
 - Trainees have weekly debriefings of their experiences.
 - Trainees have true collaboration with DSS staff.
- Foster kids are at risk in education, success and persistent cycles of poverty.

Gail Vasterling, Director of Missouri Department of Health and Senior Services (Handout 3c):

- University of Missouri – Kansas City and Missouri State University have a project partnership for training in specific medical fields.
- DHSS has video for contract workers that explain what it is like to do the work.
- Many public health nurses leave for better salary.
- PURPLE

Doug Nelson, Commissioner of the Office of Administration (Handout 3d):

- OA is in the process of developing internship opportunities in the department.
- The state needs to reform its hiring process – such as the old merit system.
- Need to decipher notes for OA.

George Lombardi, Director of Department of Corrections:

- Early childhood education is extremely important. At-risk kids who received early childhood education come into contact with corrections significantly less.
- Washington University and St. Louis University received grant money to supply college education to inmates and prison staff. Inmates must be parole eligible and ready to get a job. They are in separate classes, but are getting degrees for those who want it.
- We need to teach compassion for others and how to overcome behavioral issues that are bringing these men and woman into the system.

Steering Committee discussion with panel members

- ❖ We need to find how to better serve children that have been abused or neglected. Trauma rewires the brain and these students need more.
- ❖ We need more STEM and IT at an earlier age.

- ❖ Public health – school nursing has pretty much been eradicated and this puts the burden on the teachers. Childhood health issues are a precursor to learning problems.
 - We need data on healthcare careers, social work and guidance counselors
- ❖ What are the reasons for such high turnover of state employees?
 - Wage compensation is an issue. Lowest paid state workers in the nation.
 - The budget is a problem and is unlikely to get better.
 - Tuition reimbursement is state policy; yet, there is no money to pay for it.
 - New employees do not have state provided pension.
- ❖ What do you see as our state government workforce in the future?
 - We need people that will make public service a career.
 - The pension program will not provide a stable benefit in the future.
 - We will suffer in terms of state government directors.
 - Ten year vesting is killing us in terms of new employees.
 - We need to adopt flex time and the four day work week.
 - Tuition loan forgiveness would be helpful.

Mike Downing, Director of Missouri Department of Economic Development presented (Handout 3e).

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Legislative Panel

Missouri State Representative Kathy Swan

Missouri State Representative Steve Cookson

Missouri State Senator David Pearce

- Senate passed SB 9 – Higher Education Bonding Bill
- Trying to get the Bright Flight bill passed where part of the loan will be forgiven if the student stays and works in Missouri.
- HB 1689 – Allows money to go to schools
 - All districts eligible after it is fully funded
 - Importance of early childhood education

Steering Committee discussion with panel members

- ❖ Senator Pearce was instrumental in developing the performance funding formula.
 - 90% Performance Funding, 10% for equity
 - If there is new money, anticipate the same approach
- ❖ Rep. Swan encourages us to fund institutions in the manner of performance funding.
- ❖ What we need to do to make Missouri education a success.
 - Make tough, bold statements in the new blueprint.
 - Universities and colleges working better together.

- Partnerships are important such as innovative campuses and working with businesses.
- Students need high-speed internet. We need broadband build out in rural school districts and homes. Small counties and businesses need access to distance learning.
- Encourage more college credit work in high school.
- ❖ Education is the single most important factor for economic growth. As a state, we have a huge appetite for economic drive. Innovation campuses are a good approach. Having to fund that out of the institutions' budget will run them in the red.
- ❖ The state needs to invest more money in higher education.
- ❖ An educated, prepared workforce is number one in bringing business to Missouri.
- ❖ We need to relook at our budget process and funnel money to our priorities.
- ❖ We may need to reconsider how we deliver education and how we fund it.
 - Possibly community college programs at hospitals and libraries through the internet.
 - Possibly churches helping with childcare for rural areas without the available broadband.
 - You must invest to get a return and education is an investment. Push out mandatory broadband. We've done it before such as phones, electricity, etc.
 - We need incentives for students to stay in Missouri, possible loan forgiveness.
- ❖ Rep. Swan will try to get data for the committee showing if early childhood education keeps kids in school.

Institutional Associations Panel

Executive Director of Council on Public Higher Education Paul Wagner (Handout ?):

- Academically COPHE institutions have a diverse and wide range of educational missions..
- Missouri gets an "F" in terms in per student funding.
- Missouri is #1 in holding tuition increases down.
- State funding went down, enrollment went up and we kept tuition increases low. We have become very efficient.
- The state needs to make an investment in higher education.

Executive Director of Independent Colleges and Universities of Missouri (Handout 3f):

- ICUM has institutions all over the state in rural and urban areas.
- Half of our students are first generation.
- 60% of African-American graduates graduate from independent institutions.
- We produce 45% of all undergraduate degrees.
- Our costs dropped 8% in the last few years. Average debt of our students is similar to the public institutions.
- 70% of our students graduate within 4 years.
- Missouri has a balanced budget; however, discretionary funded departments are higher education and conservation.
- A 529 plan is essential to help fund a student in Missouri.

- Access Missouri was \$93 million in 2009 and is down to \$63 million now. That is \$1500 per student, which is what we were funded in the 1980s.
- It is extremely important for higher education and business communities to partner.
- We have to advocate for higher education funding and scholarships.

Executive Director of Missouri Community Colleges Association Rob Dixon (Handout 3g):

- 35% of students enrolled in community colleges of all higher education in Missouri.
- 98% of students at Missouri community colleges are Missourians and 93% stay in the state after graduation.
- Many of the non-traditional students attend community colleges.

Steering Committee Discussion with panel members

- ❖ How do the three sectors work together?
 - We are working together on teacher education and the changes the State Board of Education are making.
 - Grant and scholarship support.
 - Higher education needs to be a seamless system.
- ❖ We need grassroots organization to develop business and educational partnerships in the community levels.
- ❖ Business and education should collaborate against bad funding cuts that are bad for businesses and education.
- ❖ Investing in need-based and merit-based aid needs to happen. The architecture of our programs is good.
- ❖ Top three priorities:
 - Student financial aid
 - Infrastructure and workforce training
 - Funding and support
- ❖ STEM education is important, but we still need politicians, teachers and business owners. We need to support students in educational endeavors no matter where they want to go or what they want to study.

PUBLIC COMMENT

- ❖ (Handout 3h) Increase in Access Missouri is imperative! Please make your primary emphasis on need based aid. It was a key initiative in Imperatives for Change, but it is not fully funded.

ADJOURN

Note: The comments provided in this document do not represent a verbatim transcription of the comments received verbally and may incorporate some close paraphrasing by the record-keeper.